

Achieve Together

We each have innate skills, rich experiences and unique insights. When we share these gifts with each other, we can tackle the toughest professional challenges. Achieve Together is a GDB and HUE co-sponsored program that brings GDB employees together to share professional challenges and explore opportunities for growth and upward mobility at SME.

Examples of these challenges include:

- How do I get more visibility with senior leadership?
- How do I gain more autonomy to complete projects on my own?
- How do I build more confidence to share my ideas openly?
- How do I tackle a project that I have never done before?
- How do I build relationships with team members that I have never met?
- How do I navigate rooms where I feel uncomfortable being myself?

There will be seven meetings for all participants, plus two additional peer mentoring meetings hosted for BIPOC employees participating in this peer mentoring program. During these meetings, participants will be able to discuss their experiences working at SME, and collectively strategize ways to develop their careers.

Topics brought to these meetings can include:

- Difficulty in having fewer role models in senior leadership or the wider industry
- Navigating stressful workplace situations
- Responding to intentional or unintentional microaggressions
- Impact from conscious or unconscious bias

These meetings will be run by an external facilitator who will ensure a safe, judgment-free space where issues can be discussed, and potential solutions can be suggested.



Participants in **Achieve Together**, will commit to:

Seven **90-min meetings**

Critical Dates:

Kick Off Training

w/c Sept 20th (90 minutes)

5x Peer Mentoring Meetings

Sept 27th – Dec 3rd (90 minutes each)

Reflection & Review Meeting

w/c Dec 6th (90 minutes)

There are no assignments to complete in between the meetings.

Program Details:

Achieve Together is a GDB and HUE co-sponsored peer mentoring program open to **ambitious GDB employees at any stage** in their career development. Achieve Together provides GDB employees the space to talk through workplace challenges and explore opportunities for career growth and development within SME. Additionally, this program is designed with our values of diversity, equity, inclusion and belonging at the center – making it possible to discuss how we can bring our ‘authentic selves’ to our work.

This unique peer mentoring experience has been custom designed for SME and is modeled from a methodology used in highly successful organizations world-wide.

Participants of this program can expect to:

- Deepen communication skills
- Develop a tight professional network
- Practice collective problem solving
- Gain a greater sense of ownership and empowerment

Who Should Apply for Achieve Together?

Any employee from GDB is welcome to apply.

Achieve Together is for highly motivated and ambitious employees who are committed to their own professional growth, and the growth of others.

In Achieve Together, each participant is both the mentor and the mentee, and will **discuss workplace challenges in a safe, judgment-free space**. Through conversation, peer mentors get invaluable support, guidance, and motivation to navigate professional obstacles.

Successful applicants are likely to be:

- Kind and Empathetic
- Candid and Direct
- Interested in Others
- Solutions-Focused
- Growth-Minded
- Open and Responsive to Feedback
- Able to Commit Time and Energy

How Does Achieve Together Work?

Peer groups of five participants are created to work together for a period of **three months**. The group will meet approximately **two times per month for 90 minutes each time**, with a total of 7 sessions.

The first meeting includes an introduction to the program and the final meeting is designed to gather group reflections from the peer mentoring experience.

The other five meetings follow a highly structured peer mentoring model, often referred to as Action-Learning. During these meetings, participants bring live, pressing, and important workplace challenges to discuss as a group. These discussions conclude with specific and actionable next steps, with helpful and supportive accountability mechanisms built in.

The first of the five meetings will be supported by a facilitator/coach and the remaining four will be self-driven by the participants. Two additional peer mentoring meetings will be added to specifically support participating BIPOC employees within GDB.

Who is Facilitating This Program?

Achieve Together is supported by two expert, external facilitator/coaches from EQUALibrium. The facilitator/coaches have both the experiences of facilitating peer mentoring at world-class organizations for over 15 years, and a deep knowledge of SME's workplace culture.

In addition to leading Achieve Together, EQUALibrium has partnered with SME for over six years, by designing and facilitating professional development workshops, leading team building events and providing executive coaching to leaders and executives.



This task force was formed to lead GDB specific efforts in support of the broader organization's commitment to social justice and anti-racist initiatives.



HUE's ("Helping Unite Everyone") mission is to promote the diversity of people of color ("POC"), while also bringing awareness to our large influence to popular culture –specifically in the media industry. We look to achieve these goals by cultivating educational programming and fostering conversations around elevating POC within the industry and at Sony.

For more information, please join us for a Virtual Open House on

July 13th 12:30-1:30 EST
(calendar invite will follow)

where you can ask questions and learn more about the program, or contact:

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